

City of Eugene – Basic Benefits Package

IAFF Represented Employees

See IAFF Contract, Employee Benefits Handbooks and
Employee Benefits Website (www.eugene-or.gov/employeebenefits) for more information

CITY PROVIDED BENEFITS

| Benefit | Description |
|--|---|
| Health Insurance <i>Medical, dental and pharmacy coverage administered by PacificSource Health Plans</i> <i>Dental coverage administered by ODS Health Plan, Inc.</i> | <p>Medical: Employees may choose between two self-insured medical plans. See the <i>Comparison of Benefits</i> for a detailed comparison of the medical plan coverage.</p> <ul style="list-style-type: none"> ➢ City Health Plan is a Preferred Provider Organization (PPO) plan. While in the service area, you must use a PacificSource network provider or hospital to receive the highest benefit level. ➢ City Managed Care Plan is Point of Service (POS) plan. Must choose a Primary Care Provider (PCP). For most services, you must use or be referred by your PCP and use a PacificSource network provider or hospital to be paid at the highest benefit level. <p>Dental: Coverage is provided through the City Health Plan (PPO) for all employees covered under either medical plan.</p> <ul style="list-style-type: none"> ○ Annual Benefit Maximum: First calendar year of coverage: \$300 ○ Each succeeding calendar year: \$1,300 <p>Vision: Coverage is provided through the City Health Plan (PPO) for all employees covered under either medical plan.</p> <p>Employees share in the cost of health insurance coverage. See the IAFF union contract for details of cost sharing.</p> |
| Basic Life Insurance and Accidental Death & Dismemberment (AD&D) coverage | <p>Coverage is provided through Standard Insurance Company. There is no cost to the employee; City of Eugene pays the entire premium.</p> <p>Life Insurance: 1 x Annual Scheduled Salary, rounded to the nearest \$1,000, up to a maximum of \$100,000.</p> <p>AD&D: 1 x Annual Scheduled Salary, rounded to the nearest \$1,000, up to a maximum of \$100,000.</p> |
| Long Term Disability Insurance (LTD) | <p>Coverage is provided through Standard Insurance Company. There is no cost to the employee; City of Eugene pays the entire premium.</p> <p>LTD is provided for IAFF-represented employees who are regularly scheduled to work at least 20 hours per week. If you qualify for long term disability benefits you will receive 60% of your basic monthly earnings to a monthly maximum of \$3,900 per month. The Maximum Benefit Period depends on your age at disability.</p> |
| Retirement | <ul style="list-style-type: none"> • Oregon Public Employees Retirement System (PERS) • Oregon Public Service Retirement Plan (OPSRP) • City of Eugene pays the employee contribution (6% of salary) to these retirement programs, which is deposited into the Individual Account Program (IAP) for both PERS and OPSRP members. <p>Employees hired on or after 8/29/2003 become part of OPSRP (after working for the City for a 6 month waiting period in a position requiring 600 hours in a calendar year), unless membership was previously established in PERS.</p> <p>For more information visit the PERS website: http://oregon.gov/PERS</p> |
| Employee Assistance Program (EAP) (DIRECTION for Employee Assistance) | <p>The Employee Assistance Program (EAP), offered through DIRECTION for Employee Assistance, offers confidential counseling services to assist employees and their family members in finding solutions to their problems. Eligible for up to 4 visits per problem per year. There is no cost to the employee for these visits. Employees, their immediate families, and members of the employee's household are eligible for this benefit.</p> |
| Holidays | <p>Members of the bargaining unit whose regular work week is forty (40) hours (non-shift forty [40] hour employees) are eligible for paid time off on the following designated City holidays: New Year's Day, Martin Luther King Day, President's Day, Memorial Day, Independence Day, Labor Day, Veteran's Day, Thanksgiving and the Friday after Thanksgiving, Christmas Day.</p> |
| In Lieu of Holiday | <p>24 hour shift employees receive time off in lieu of holidays at the rate of 156 hours per year. Holiday leave will accrue bi-weekly on a pro-rated basis. The accruals may vary from one pay period to the next based on the regular hours worked or in a paid status during the pay period.</p> |

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|---------------------------------------|---|---------------------------------------|--|--------|--------------------------------------|--------------------------|--------------------------|--|----------|--------------------|---------------------|--------|--------------------------------------|--------------------------|-------------------|----------|------|------|-----|-----|-----|-------------------|----------|------|------|-----|-----|-----|--------------------|----------|------|------|-----|-----|-----|---------------------|----------|------|------|-----|-----|-----|---------------------|----------|------|------|-----|-----|-----|---------------------|----------|------|------|-----|-----|-----|-------------------|----------|------|-------|-----|-----|-----|-----------------------------|----------|-------|-------|-----|-----|--|---------------------------------------|------------------------------|------------------------|--|-------------------|-------|-------|-------|-------------------|-------|-------|-------|--------------------|-------|-------|-------|---------------------|-------|-------|-------|---------------------|-------|-------|-------|---------------------|-------|-------|-------|-------------------|-------|-------|-------|
| Vacation/Holiday Accrual | <p>Vacation accrual is based upon years of service and accrues each bi-weekly pay period. Employees are not eligible to use vacation accruals until they have completed 12 months of continuous service. Regular part-time employees accrue pro-rated vacation based on regular hours of work.</p> <p>Accruals will be based on the following schedule for 24 hour shift employees. 24 hour shift employees who are temporarily assigned to 40 hour week schedules such as firefighters in the recruit academy, light duty positions, or special 40 hour assignments, shall have their accruals converted per Article 12 of the contract.</p> <p>VACATION/HOLIDAY ACCRUAL FOR 24 HOUR SHIFT EMPLOYEES</p> <table><tr><th rowspan="2">Length of Continuous Service in Years</th><th colspan="4">Vacation</th><th colspan="2">Maximum Accrual Per Year</th></tr><tr><th>Per Hour</th><th>96 hour Pay Period</th><th>120 hour Pay Period</th><th>Annual</th><th>2x Vacation (1x Holiday on last row)</th><th>2x Vacation + 1x Holiday</th></tr><tr><td>Less than 2 years</td><td>0.041209</td><td>3.96</td><td>4.95</td><td>120</td><td>240</td><td>396</td></tr><tr><td>2 but less than 6</td><td>0.049451</td><td>4.75</td><td>5.93</td><td>144</td><td>288</td><td>444</td></tr><tr><td>6 but less than 10</td><td>0.057692</td><td>5.54</td><td>6.92</td><td>168</td><td>336</td><td>492</td></tr><tr><td>10 but less than 14</td><td>0.065934</td><td>6.33</td><td>7.91</td><td>192</td><td>384</td><td>540</td></tr><tr><td>14 but less than 18</td><td>0.074176</td><td>7.12</td><td>8.90</td><td>216</td><td>432</td><td>588</td></tr><tr><td>18 but less than 22</td><td>0.082418</td><td>7.91</td><td>9.89</td><td>240</td><td>480</td><td>636</td></tr><tr><td>22 years and over</td><td>0.098901</td><td>9.49</td><td>11.87</td><td>288</td><td>576</td><td>732</td></tr><tr><td>24 Hr shift holiday accrual</td><td>0.053571</td><td>5.143</td><td>6.429</td><td>156</td><td>156</td><td></td></tr></table> <p><i>*Per Hour amount will change slightly once Kelly Days is fully implemented as of July 1 2011.</i> <i>**The Maximum Total Accrual column is used to calculate the maximum on March of each year as described in Article 16.4.</i></p> <p>Vacations shall accrue according to the following schedule for employees in 40 hour week classifications (excludes 40 hour week firefighters and employees who are temporarily assigned to 40 hour schedules such as firefighters in the recruit academy, light duty positions or special 40 hour assignments):</p> <p>VACATION ACCRUAL FOR 40 HOUR EMPLOYEES</p> <table><tr><th>Length of Continuous Service in Years</th><th>Hours Accrued Per Pay Period</th><th>Hours Accrued per Year</th><th>Maximum Total Accrual per Year (2x Vacation)</th></tr><tr><td>Less than 2 years</td><td>3.892</td><td>101.2</td><td>202.4</td></tr><tr><td>2 but less than 6</td><td>4.538</td><td>118.0</td><td>236.0</td></tr><tr><td>6 but less than 10</td><td>5.231</td><td>136.0</td><td>272.0</td></tr><tr><td>10 but less than 14</td><td>5.877</td><td>152.8</td><td>305.6</td></tr><tr><td>14 but less than 18</td><td>6.523</td><td>169.6</td><td>339.2</td></tr><tr><td>18 but less than 22</td><td>7.169</td><td>186.4</td><td>372.8</td></tr><tr><td>22 years and over</td><td>8.508</td><td>221.2</td><td>442.4</td></tr></table> | Length of Continuous Service in Years | Vacation | | | | Maximum Accrual Per Year | | Per Hour | 96 hour Pay Period | 120 hour Pay Period | Annual | 2x Vacation (1x Holiday on last row) | 2x Vacation + 1x Holiday | Less than 2 years | 0.041209 | 3.96 | 4.95 | 120 | 240 | 396 | 2 but less than 6 | 0.049451 | 4.75 | 5.93 | 144 | 288 | 444 | 6 but less than 10 | 0.057692 | 5.54 | 6.92 | 168 | 336 | 492 | 10 but less than 14 | 0.065934 | 6.33 | 7.91 | 192 | 384 | 540 | 14 but less than 18 | 0.074176 | 7.12 | 8.90 | 216 | 432 | 588 | 18 but less than 22 | 0.082418 | 7.91 | 9.89 | 240 | 480 | 636 | 22 years and over | 0.098901 | 9.49 | 11.87 | 288 | 576 | 732 | 24 Hr shift holiday accrual | 0.053571 | 5.143 | 6.429 | 156 | 156 | | Length of Continuous Service in Years | Hours Accrued Per Pay Period | Hours Accrued per Year | Maximum Total Accrual per Year (2x Vacation) | Less than 2 years | 3.892 | 101.2 | 202.4 | 2 but less than 6 | 4.538 | 118.0 | 236.0 | 6 but less than 10 | 5.231 | 136.0 | 272.0 | 10 but less than 14 | 5.877 | 152.8 | 305.6 | 14 but less than 18 | 6.523 | 169.6 | 339.2 | 18 but less than 22 | 7.169 | 186.4 | 372.8 | 22 years and over | 8.508 | 221.2 | 442.4 |
| Length of Continuous Service in Years | Vacation | | | | Maximum Accrual Per Year | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | Per Hour | 96 hour Pay Period | 120 hour Pay Period | Annual | 2x Vacation (1x Holiday on last row) | 2x Vacation + 1x Holiday | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Less than 2 years | 0.041209 | 3.96 | 4.95 | 120 | 240 | 396 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 2 but less than 6 | 0.049451 | 4.75 | 5.93 | 144 | 288 | 444 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 6 but less than 10 | 0.057692 | 5.54 | 6.92 | 168 | 336 | 492 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 10 but less than 14 | 0.065934 | 6.33 | 7.91 | 192 | 384 | 540 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 14 but less than 18 | 0.074176 | 7.12 | 8.90 | 216 | 432 | 588 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 18 but less than 22 | 0.082418 | 7.91 | 9.89 | 240 | 480 | 636 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 22 years and over | 0.098901 | 9.49 | 11.87 | 288 | 576 | 732 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 24 Hr shift holiday accrual | 0.053571 | 5.143 | 6.429 | 156 | 156 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Length of Continuous Service in Years | Hours Accrued Per Pay Period | Hours Accrued per Year | Maximum Total Accrual per Year (2x Vacation) | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Less than 2 years | 3.892 | 101.2 | 202.4 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 2 but less than 6 | 4.538 | 118.0 | 236.0 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 6 but less than 10 | 5.231 | 136.0 | 272.0 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 10 but less than 14 | 5.877 | 152.8 | 305.6 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 14 but less than 18 | 6.523 | 169.6 | 339.2 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 18 but less than 22 | 7.169 | 186.4 | 372.8 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 22 years and over | 8.508 | 221.2 | 442.4 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |

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| Benefit | Description |
|-------------------|--|
| Sick Leave | <p>Bargaining unit members will be credited with sick leave as follows:</p> <ul style="list-style-type: none"> Twenty-four (24) hour shift employees will accrue sick leave at the rate of one-hundred-forty-four (144) hours per year. Sick leave will accrue bi-weekly on a pro-rated basis. The accruals may vary from one pay period to the next based on the regular hours worked or in a paid status during the pay period. Forty (40) hour week employees will accrue sick leave at the rate of 3.692 hours for each bi-weekly pay period, or ninety-six (96) hours per year. Sick leave will accrue bi-weekly based on the regular hours worked or in a paid status during the pay period. Regular part-time employees working at least twenty (20) hours per week, but less than forty (40) hours, will receive sick leave credit on a pro-rata basis. Part-time employees with a regular work schedule will code sick leave hours according to the scheduled hours to be worked that day. Upon hire, employees will be credited with their first six (6) months of sick leave accruals. No further sick leave will accrue until after six (6) months of employment. If an employee leaves city employment during their first six (6) months, the value of any sick leave taken beyond that which they would have accrued by their last date of employment will be deducted from their final paycheck. Except as noted in 22.1(d) of the contract, accrued sick leave may not be used until the completion of the pay period in which it is earned without prior supervisor's approval. <p>There will be a limit of 1,350 hours on the amount of sick leave time that can be accrued for forty (40) hour week employees and a limit of 1,890 hours on the amount of sick leave time that can be accrued for twenty-four (24) hour shift employees.</p> |

VOLUNTARY BENEFITS

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|---|--|
| Flexible Spending Account (FSA) and Transportation Reimbursement Account (TRA) | Flexible Spending Accounts (FSA) and Transportation Reimbursement Accounts (TRA) allow you to have part of your salary withheld on a pre-tax basis to pay for certain dependent care, health care, and transportation expenses that you would normally pay for with after-tax dollars. This can mean a significant tax savings on qualified expenses. All regular full and part-time employees are eligible to participate in the FSA/TRA program. |
| Portable Term Life Insurance | Optional supplemental Portable Term Life Insurance may be purchased by the employee or their spouse/domestic partner through ReliaStar Life Insurance Company. The premium is conveniently paid through a payroll deduction. New employees may apply for a Guaranteed Issue amount within 31 days of their date of hire without the need for a Proof of Good Health form. All other applications require completion of the Proof of Good Health form and underwriting by ReliaStar. |
| Deferred Compensation | All regular full-time and part-time employees can participate in the City's Deferred Compensation Plan. This voluntary supplemental retirement program allows you to have part of your salary withheld on a pre-tax basis and invested for payment to you upon termination. The City's Deferred Compensation Carrier is ING. See the deferred compensation handbook for more information. |
| Employee Health and Wellness Program | <p>The COE promotes healthy lifestyles for all employees and their families. The following programs help support our employees through various stages of life:</p> <ul style="list-style-type: none"> Health/risk assessments, blood chemistry analysis, dietary analysis, lifestyle and fitness prescriptions, health/wellness educational classes and programs Employee exercise facilities (free use with orientation and ID card) Smoking cessation program |
| Training and Development Program | <p>Coordinated Training Program: In-house technical and non-technical training programs ranging from job specific to fundamental business to leadership skill techniques</p> <p>Educational Aid: tuition reimbursement/educational assistance may be available</p> |